

Direct Support Professional Training

End of Year Report
Fiscal Year 16/17

Background

In January 1999, the Department of Developmental Services (DDS) implemented a mandatory competency-based training program for all direct support staff and administrators who provide direct support care in a licensed community care facility (CCF) vendored under the Alternative Residential Model program. Regional centers have just under 5,700 licensed CCFs that serve people with intellectual/developmental disabilities. Recognizing that direct support staff is key to the provision of quality services, the Direct Support Professional Training (DSPT) program is based upon core competencies in skills necessary for satisfactory job performance. This standardized training is divided into two 35-hour segments, to be completed over the course of the first two years of employment. A Challenge Test is also available for each of the two training years providing an option to forego the DSPT for those who already possess the core competencies. The DSPT and Challenge Tests are provided through four service hubs throughout the state at no cost to students.

DSPT hours meet regional center requirements for continuing education for direct support professionals (DSP), as well as the Department of Social Services Community Care Licensing Division's approval for continuing education requirements for administrator recertification at Adult Residential Facilities and Residential Care Facilities for the Elderly.

DSPT Updates

Effective September 1, 2016:

1. Implemented a new online attendance system so providers could access the attendance of their employees.
2. Increased regional center involvement by having annual DSPT advisory meetings at each of the 21 regional centers.
3. Integrated Abuse and Neglect videos from the DDS SafetyNet into the 35-hour training.



Preparing our workforce to meet the needs of Californians with intellectual and developmental disabilities.

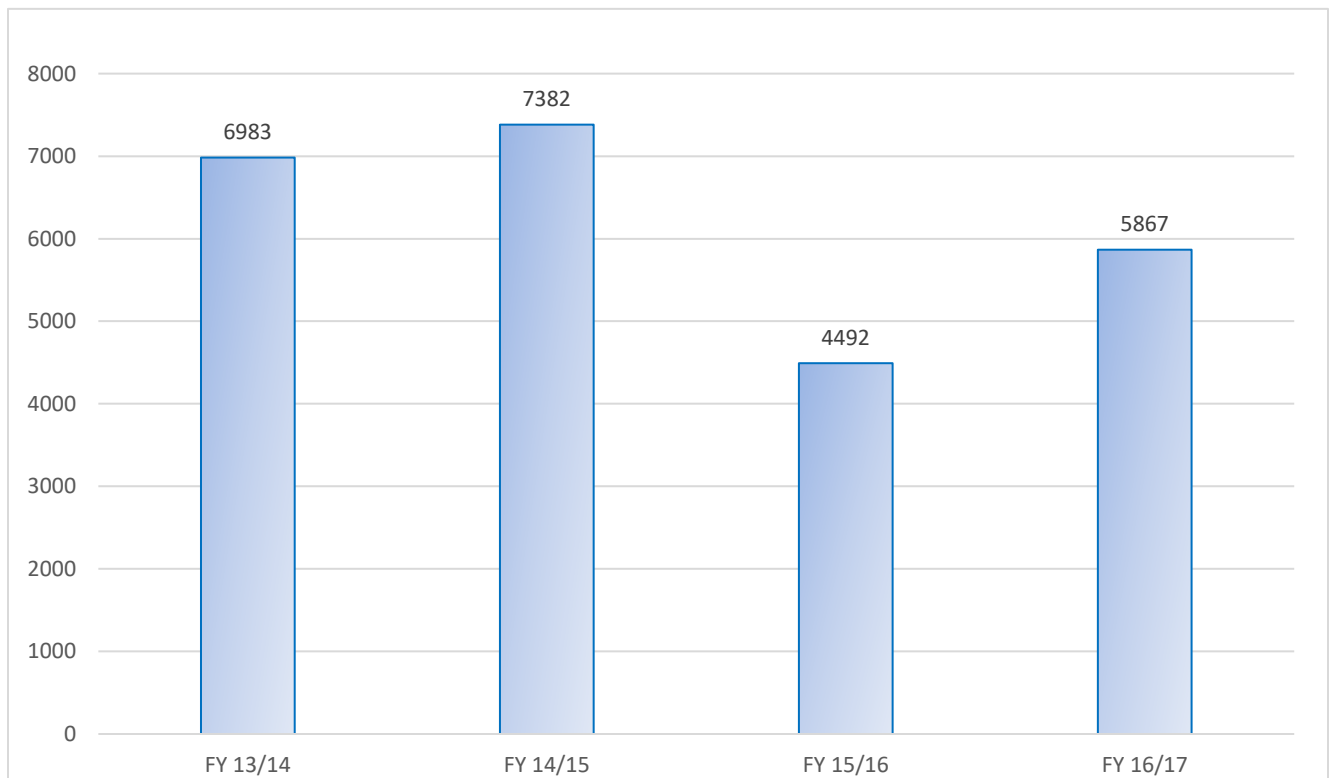
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Facts & Statistics

In Fiscal Year (FY) 16/17, 6696 students took the DSPT and 5867 met the statutory requirement. As you can see from the graph below, there had been a steady increase over the years. However, in FY 15/16 there was a decrease in those numbers. This year the number of students who took the DSPT has once again increased. There was an increase of 23 percent from FY 15/16 to FY 16/17 for students who met the statutory requirement.

Total Number of Students Who
Met the Statutory Requirement



Please note: The numbers above represent the total number of requirements met; therefore, if a student met the Year 1 and the Year 2 requirement, that person is counted twice.

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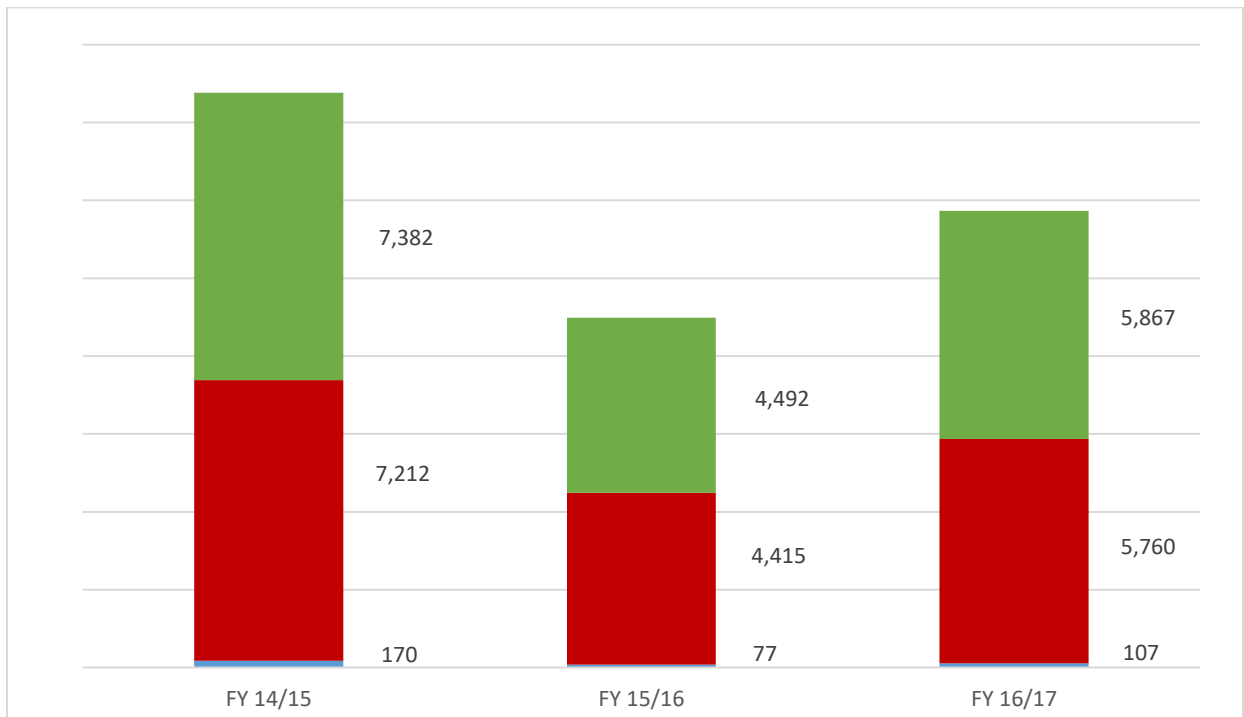
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Historical Data

Since the program’s inception in FY 98/99, just over 161,000 students have taken the Test After Training or Challenge Test for Year 1 or Year 2. Of those students, slightly over 127,700 have met the statutory requirement by passing the Test After Training or Challenge Test for either Year 1 or Year 2.

As illustrated in the graph below, in each of the past three years, more students took and passed the Test After Training (95 percent) than the Challenge Test (20 percent). This trend has been consistent through the years.

Combined Totals of the Number of Students
Who Met the Statutory Requirement



Note: The total number of students who have taken the Test After Training or Challenge Test for Year 1 or Year 2 includes students who passed or failed the test .

■ Passed Year 1 or 2
Challenge Test

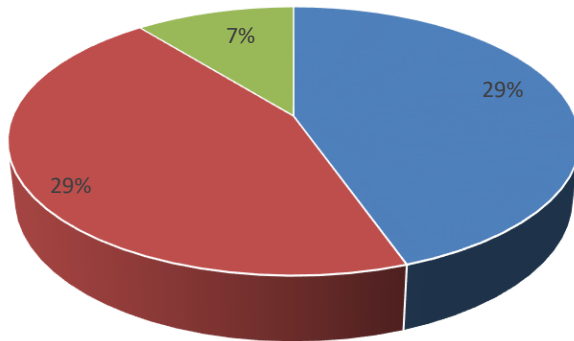
■ Passed Year 1 or 2
Test After Training

■ Passed Year 1 or 2
Challenge Test or
Test After Training

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Year 1 Challenge Test
FY 2016/17



Passed the skill check,
but failed the written
test

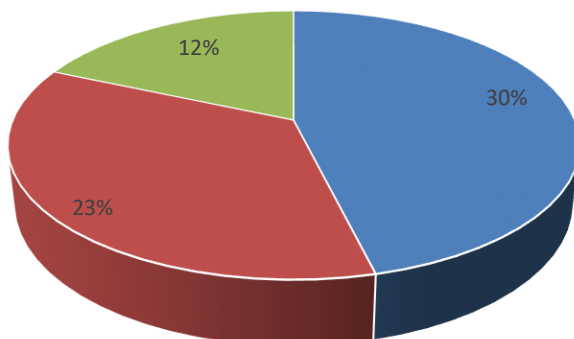
Passed the written
test, but failed the
skill check

Failed both the
written test and skill
check

Of the 352 students who took the Year 1 Challenge Test, 42 passed and 310 failed. The breakdown of the failure results are shown in the pie chart to the left. 7 percent passed the skill check, but failed the written test, 29 percent passed the written test, but failed the skill check, and 29 percent failed both the skill check and the written test.

It is important to note how beneficial the DSPT classes are due to the low percentage of students who pass the Challenge Test.

Year 2 Challenge Test
FY 2016/17



Passed the skill check,
but failed the written
test

Passed the written
test, but failed the
skill check

Failed both the
written test and skill
check

Of the 295 students who took the Year 2 Challenge Test, 65 passed and 230 failed. The breakdown of the failure results are shown in the pie chart to the left. 12 percent passed the skill check, but failed the written test, 23 percent passed the written test, but failed the skill check, and 30 percent failed both the skill check and the written test.

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Student Satisfaction Survey

In FY 16/17, 5,898 students completed a satisfaction survey.

Below is a sample of questions from the survey, as well as the percentage of student's responses. Each question had four response options: **Strongly Agree, Agree, Strongly Disagree, or Disagree**. Based on the results, a little more than 98 percent answered that they were satisfied overall with the DSPT.

Questions	Strongly Agree or Agree	Strongly Disagree or Disagree
The teacher did a good job teaching.	99.6%	.4%
The training helped me do my job better.	99.1%	.9%
I plan to get more training.	95.4%	4.6%
The training made me feel good to be a DSP.	99.2%	.8%
The training gave me tools to help individuals get involved in community activities.	97.7%	2.3%
I feel more competent helping individuals take their medication safely.	99.3%	.7%
The training helped me understand and respond to individuals' challenging behaviors better.	97.5%	2.5%
The training showed me ways to give individuals more choice each day.	99.7%	.3%



For more information about the DSPT, go
to <http://www.dds.ca.gov/dspt/> or
contact DDS at 800-622-8904 or by email
at ccfdsp@dds.ca.gov.